

Equality Analysis (EA)

Sports Development and Recreation

Staff training-facility specific

A. Policy/practice details

1. The title of the policy being analysed.

Staff Training-facility specific

2. Please explain the main purpose of the policy being analysed.

DSDR recognises that its' staff are its' most valuable asset. The continuing development and training, in a spirit of mutual support is essential if we are to achieve our mission statement in rapidly changing circumstances.

All the policies, practices and procedures are provided to develop the knowledge, skills and attitudes of the staff and, by doing so, improve the effectiveness and efficiency both of the individual and the department.

3. Who will be affected?

Students, staff, visitors and other service users

4. Aspects of the policy that particularly impact on equality and diversity.

Disability

The practices and procedures in place are having a high positive effect on disabled users from across the community and within elite sport. There should be a concentration on recording the evidence and evaluating which procedures are most effective and using this to inform staff training. DSDR

has recognised that there has been a gap in the past with staff training for disabled users.

As part of the staff development strategy the department signed up to the IFI (Inclusive Fitness Initiative). This has resulted in:

1. Making sure that the equipment and facilities are up to the correct disability equality standards.
2. Making sure staff are trained on their use
3. 50% of the gym staff are IFI trained.
4. Facility staff were also required to attend a disability awareness training session.
5. Staff attended a Disabled students and reasonable adjustment course.
6. We have also held YMCA Fitness Industry Training IFI Disability Gym module training for external and internal fitness staff.

DSDR has also held training days with Paralympics GB staff and also staff are to attend Paralympics sport workshops. This will aid in the formation of policies and procedures that are regularly assessed and updated.

Also facilities staff are regularly trained in first aid and emergency treatment for people with disabilities.

The fitness suit also runs a MS session in the gym on Tuesdays where trained gym staff takes the group around the gym for training and also run a circuits session for them.

Gender

Female participation in sport is recognised nationally as a minority group but the data shows that within DSDR, the trend is not shown. The positive impact on this focus group requires measurement and evaluation again to inform staff training in the future. This training should focus on the different customer service requirements and the potential sports environment requirements for females and males.

Race

The student population of the University reflects a higher percentage of ethnic groups than local population statistics which leads to a higher level of participation at the University than the national averages. There is the potential for a higher positive

DSDR have asked all staff to sign up to the University's Equality and Diversity on-line training package.

Also facilities staff are regularly trained in first aid and emergency treatment for people with disabilities.

Facility staff are also trained in the fire evacuation procedure where disability users are taken into consideration when evacuating the building.

Race and gender

DSDR does not discriminate against any race or gender. The facility is open to all users of all abilities.

B. Analysis

5. Please indicate evidence used and the process by which you have arrived at your conclusions.

Membership data on groups

Department information on range of user groups

Identify key groups that require additional training

Current training practices

Guidelines from national agencies

6. Risk of adverse impact on protected groups.

	High impact	Medium impact	Low impact
Age			X
Disability	X		
Gender			X
Pregnancy/Maternity			X
Race/ethnicity			X
Religion/belief			X
Sexual Orientation			X
Transgender			X
Marriage/civil partnership			X

**C.
Mitigating
potential
adverse
impact**

7. Conclusions and recommendations for amendments to the policy/practice. *Please give an outline of the key actions based on any gaps, challenges, priorities and opportunities you have identified.*

DSDR staff training strategy has been updated and reviewed and is in line with the new strategy for Sport. DSDR recognise and have implemented that there is a need for regular staff training on the needs of a diverse customer base.

Procedures, policies and training have been put in place so that DSDR can meet the needs of the different user groups. There will be a concentration on collecting appropriate data to demonstrate the successes of these changes. We also have implemented customer care courses for all staff.

Staff have undertaken the online training course on equality and diversity

8. Timescale for implementation of changes or introduction of new policy.

August 2014

D. Publication

9. Final reporter:

Dave Lawrence

10. Date:

10/05/2012

11. Review date: 2014